

MENOPAUSE AWARENESS

Founded by the International Menopause Society, the 18th October is the date dedicated to Menopause.

The International Menopause Society (IMS) works to raise the profile and understanding of Menopause around the world. Whilst in our country it is somewhat understood and has a rising profile in society and the workplace, there remains many parts of the world where it receives little attention and other parts where it is even considered controversial. IMS's goal is empower people with evidenced based resources to enable fully informed choices.

McLaughlin & Harvey are committed to the wellbeing of our employees and continue to look at ways in which we can support all demographics of our workforce. As a male dominated industry, Menopause is a subject that is rarely discussed openly and one that is often not afforded the level of importance and understanding that it merits. This is our opportunity to change attitudes towards and the understanding of menopause and perimenopause.

Our workforce is 22% female, and of that number, around 45% are of the age group who may be personally impacted by menopause or perimenopause. This suggests that we as a business need to furnish ourselves with knowledge and understanding to support them. This knowledge and information can be useful not only in a workplace setting but also in our personal situations.

As a business, we have committed to the introduction of a menopause policy which is currently at draft stage and expected to launch in the near future. However, with this comes the requirement to raise awareness

and look for suitable ways in which we as a business and as individuals can support impacted employees and how we can support and educate line managers to better equip them to understand what support, workplace considerations and adjustments are required.

There are many symptoms of menopause, far too many to list, and being aware of these is beneficial to all to encourage compassion around those impacted by the symptoms. This World Menopause Day, we encourage you to:

- Take time to look at the reference material we have gathered to help you.
- Understand the symptoms and the impacts of these.
- Think about your team and who may be impacted.
- Use signposting where appropriate.
- Contact HR should you require additional support.
- Have compassion and understanding.

More information is available via the following links:

www.nhs.uk/conditions/menopause/

www.menopausematters.co.uk/

menopausesupport.co.uk/

www.themenopausecharity.org/2023/05/12/menopause-and-mental-health/

www.womens-health-concern.org/help-and-advice/factsheets/menopause/

www.menopause-exchange.co.uk/

www.themenopausecharity.org/menopause/